

FORM EXEMPT UNDER 44 U.S.C. 3512

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
18-CA-143208Date Filed
December 19, 2014

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer (b) (6), (b) (7)(C) as joint employer or single employer with McDonald's USA, LLC		b. Tel. No. 612-870-9706
d. Address (Street, city, state, and ZIP code) (b) (6), (b) (7)(C) 2400 Nicollet Avenue, Minneapolis, MN 55404 McDonald's USA, LLC: One McDonald's Plaza, Oak Brook, IL 60525		c. Cell No.
e. Employer Representative (b) (6), (b) (7)(C) Gloria Santana		f. Fax No.
i. Type of Establishment (factory, mine, wholesaler, etc.) Restaurant		g. e-Mail
j. Identify principal product or service Fast Food		h. Number of workers employed Approx. 55
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2014, the Employer discriminated against an employee who engaged in union activity by issuing (b) (6) several written warnings in retaliation for engaging in protected activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Centro de Trabajadores Unidos en Lucha

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No. (b) (6), (b) (7)(C)

4c. Cell No.

4d. Fax No.

4e. e-Mail
(b) (6), (b) (7)(C) @ctul.net

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(signature of representative or person making charge)Deborah Prokopf, Attorney
(Print/type name and title or office, if any)

Tel. No. 612-465-0108

Office, if any, Cell No.

Fax No. 612-465-0109

e-Mail
deborah@cummins-law.com

Address 920 Second Ave. S., Suite 1245, Minneapolis, MN 55402

12/19/2014
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 18
330 2nd Ave S Ste 790
Minneapolis, MN 55401-2214

Agency Website: www.nlrb.gov
Telephone: (612)348-1757
Fax: (612)348-1785



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December 19, 2014

CENTRO DE TRABAJADORES
UNIDOS EN LUCHA - CTUL

(b) (6), (b) (7)(C)

Re: (b) (6), (b) (7)(C) AS JOINT EMPLOYER
OR SINGLE EMPLOYER WITH
MCDONALD'S USA, LLC
Case 18-CA-143208

Dear Sir or Madam:

The charge that you filed in this case on December 19, 2014 has been docketed as case number 18-CA-143208. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney CHINYERE C. OHAERI whose telephone number is (612)348-1766. If this Board agent is not available, you may contact Supervisory Attorney NICHOLE L. BURGESS-PEEL whose telephone number is (612)348-1775.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

December 19, 2014

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Marlin Osthus", with a stylized, cursive script.

MARLIN O. OSTHUS
Regional Director

cc: DEBORAH PROKOPF, ATTORNEY
CUMMINS & CUMMINS, LLP
920 2ND AVENUE SOUTH
SUITE 1245
MINNEAPOLIS, MN 55402



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 18
330 2nd Ave S Ste 790
Minneapolis, MN 55401-2214

Agency Website: www.nlr.gov
Telephone: (612)348-1757
Fax: (612)348-1785



Download
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Mobile App

December 19, 2014

MCDONALD'S CORPORATION
ONE MCDONALD'S PLAZA
OAK BROOK, IL 60523-1911

(b) (6), (b) (7)(C)
MCDONALD'S
2400 NICOLLET AVE
MINNEAPOLIS, MN 55404-3449

Re: (b) (6), (b) (7)(C) AS JOINT EMPLOYER
OR SINGLE EMPLOYER WITH
MCDONALD'S USA, LLC
Case 18-CA-143208

Dear (b) (6), (b) (7)(C)

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney CHINYERE C. OHAERI whose telephone number is (612)348-1766. If this Board agent is not available, you may contact Supervisory Attorney NICHOLE L. BURGESS-PEEL whose telephone number is (612)348-1775.

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If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as

December 19, 2014

possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

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December 19, 2014

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink, appearing to read "Marlin Osthus". The signature is fluid and cursive, with the first name "Marlin" being more legible than the last name "Osthus".

MARLIN O. OSTHUS
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

cc: DOREEN S. DAVIS, ESQ.
JONES DAY
222 EAST 41ST STREET
NEW YORK, NY 10017-6702

MICHAEL S. FERRELL, ESQ.
JONES DAY
77 WEST WACKER DRIVE
SUITE 3500
CHICAGO, IL 60601

JOSHUA GROSSMAN, ESQ.
JONES DAY
222 E 41ST STREET
NEW YORK, NY 10017-6702

ANDREW MADSEN, ESQ.,
ATTORNEY
JONES DAY
77 WEST WACKER DRIVE
SUITE 3500
CHICAGO, IL 60601

Revised 3/21/2011

NATIONAL LABOR RELATIONS BOARD

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

(b) (6), (b) (7)(C) AS JOINT EMPLOYER OR SINGLE EMPLOYER WITH MCDONALD'S USA, LLC

CASE NUMBER

18-CA-143208

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)

2. TYPE OF ENTITY

☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)

3. IF A CORPORATION or LLC

A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS

5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR

6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).

7. A. PRINCIPAL LOCATION:

B. BRANCH LOCATIONS:

8. NUMBER OF PEOPLE PRESENTLY EMPLOYED

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)

YES NO

A. Did you provide services valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you provide services valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$

C. If you answered no to 9A and 9B, did you provide services valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$

D. Did you sell goods valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$

E. If you answered no to 9D, did you sell goods valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$

F. Did you purchase and receive goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$

G. Did you purchase and receive goods valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$

H. Gross Revenues from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.

I. Did you begin operations within the last 12 months? If yes, specify date: _____

10 ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?

☐ YES ☐ NO (If yes, name and address of association or group).

11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

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UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**(b) (6), (b) (7)(C) AS JOINT EMPLOYER OR
SINGLE EMPLOYER WITH MCDONALD'S
USA, LLC**

Charged Party

and

**CENTRO DE TRABAJADORES UNIDOS EN
LUCHA - CTUL**

Charging Party

Case 18-CA-143208

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on December 19, 2014, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

Doreen S. Davis, ESQ.
Jones Day
222 East 41st Street
New York, NY 10017-6702

Michael S. Ferrell, ESQ.
Jones Day
77 West Wacker Drive
Suite 3500
Chicago, IL 60601

Joshua Grossman, ESQ.
Jones Day
222 E 41st Street
New York, NY 10017-6702

Andrew Madsen, ESQ., Attorney
Jones Day
77 West Wacker Drive
Suite 3500
Chicago, IL 60601

MCDONALD'S CORPORATION ONE
MCDONALD'S PLAZA OAK BROOK, IL
60523
One McDonald's Plaza
Oak Brook, IL 60523-1911

(b) (6), (b) (7)(C)

MCDONALD'S
2400 Nicollet Ave
Minneapolis, MN 55404-3449

December 19, 2014

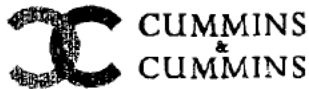
Date

Shane Hose, Designated Agent of NLRB

Name

/s/ Shane Hose

Signature



December 19, 2014

VIA FACSIMILE AND U.S. MAIL

Mr. Marlin Osthus
Regional Director
National Labor Relations Board
330 Second Avenue South, Suite 790
Minneapolis, MN 55402

Re: (b) (6), (b) (7)(C) and McDonald's USA, LLC
Our File No. 39.001

Dear Mr. Osthus:

Enclosed please find a charge against the above-referenced employers. Chinyere Ohaeri is currently investigating additional charges against these employers by the Centro de Trabajadores Unidos en Lucha.

Please contact me if you have any questions.

Sincerely,

CUMMINS & CUMMINS, LLP

Deborah Prokopf

Enclosure

c: (b) (6), (b) (7)(C) (via e-mail)

1245 International Centre | 920 Second Avenue South | Minneapolis, MN 55402
www.cummins-law.com | 612.465.0108 (c) | 612.465.0109 (f) | firm@cummins-law.com

A Professional Limited Liability Partnership

612 645 0109

NxGen Allegations Sheet – CA Cases

Case Name: (b) (6), (b) (7)(C) as joint w/McDonald's USA I.O. Charge? Yes ___ No X
 Case Number: 18-CA-143208 10(j) requested? Yes ___ No X
 Agent: Chingye Blocking R case? Yes ___ No X
 Impact Analysis Category 2 Case Blocked _____
 Amended A = Add allegations R = Amend out
 Bargaining Status: None X Existing Contract _____ Organizational Campaign _____
 Seeking Initial Contract _____ Seeking Successor Contract _____
 Use backpay paragraph? Yes ___ No X Assistance in Spanish required? Yes ___ No X

8(a)(1)

<input type="checkbox"/>	Coercive Actions (Surveillance, etc.)
<input type="checkbox"/>	Coercive Rules
<input type="checkbox"/>	Coercive Statements (Threats, Promises of Benefits, etc.)
<input checked="" type="checkbox"/>	Concerted Activities (Retaliation, Discharge, Discipline)
<input type="checkbox"/>	Denial of Access
<input type="checkbox"/>	Discharge of Supervisor (<i>Parker-Robb Chevrolet</i>)
<input type="checkbox"/>	Interrogation (Including Polling)
<input type="checkbox"/>	Lawsuits
<input type="checkbox"/>	Weingarten

8(a)(2)

<input type="checkbox"/>	Assistance
<input type="checkbox"/>	Domination
<input type="checkbox"/>	Unlawful Recognition

8(a)(3) Number of Discriminatees _____

<input type="checkbox"/>	Changes in Terms and Conditions of Employment
<input type="checkbox"/>	Discharge (Including Layoff and Refusal to Hire (not salting))
<input checked="" type="checkbox"/>	Discipline
<input type="checkbox"/>	Lockout
<input type="checkbox"/>	Refusal to Consider/Hire Applicant (salting only)
<input type="checkbox"/>	Refusal to Hire Majority
<input type="checkbox"/>	Refusal to Reinstate E'ee/Striker (e.g. <i>Laidlaw</i>)
<input type="checkbox"/>	Retaliatory Lawsuit
<input type="checkbox"/>	Shutdown or Relocate/Subcontract Unit Work
<input type="checkbox"/>	Union Security Related Actions

8(a)(4)

<input type="checkbox"/>	Changes in Terms and Conditions of Employment
<input type="checkbox"/>	Discharge (Including Layoff and Refusal to Hire
<input type="checkbox"/>	Discipline
<input type="checkbox"/>	Refusal to Reinstate Employee/Striker
<input type="checkbox"/>	Shutdown or Relocate/Subcontract Unit Work

8(a)(5)

<input type="checkbox"/>	Alter Ego
<input type="checkbox"/>	Failure to Sign Agreement
<input type="checkbox"/>	Refusal to Bargain/Bad Faith Bargaining (including surface bargaining/direct dealing)
<input type="checkbox"/>	Refusal to Furnish Information
<input type="checkbox"/>	Refusal to Recognize
<input type="checkbox"/>	Repudiation/Modification of Contract (Sec 8(d)/Unilateral Changes)
<input type="checkbox"/>	Shutdown or Relocate (e.g. <i>First National Maint.</i>) Subcontract Work

NxGen Allegations Sheet – CB Cases

Case Name: _____ I.O. Charge? Yes ___ No ___
Case Number: _____ 10(j) requested? Yes ___ No ___
Agent: _____ Blocking R case? Yes ___ No ___
Impact Analysis Category _____ Case Blocked _____
Amended A = Add allegations R = Amend out
Bargaining Status: None ___ Existing Contract ___ Organizational Campaign ___
Seeking Initial Contract ___ Seeking Successor Contract ___
Use backpay paragraph? Yes ___ No ___ Assistance in Spanish required? Yes ___ No ___

8(b)(1)(A)

<input type="checkbox"/>	Coercion, Including Statements and Violence
<input type="checkbox"/>	Denial of Access
<input type="checkbox"/>	Discipline (Including Charges/Fines)/Harassment
<input type="checkbox"/>	Duty of Fair Representation, Including Superseniority, Denial of Access
<input type="checkbox"/>	Hiring Halls
<input type="checkbox"/>	Picketing/Strike Actions
<input type="checkbox"/>	Rules: Coercive
<input type="checkbox"/>	Union Dues and/or Membership Related (including excessive fees).

8(b)(1)(B)

<input type="checkbox"/>	Fund Contribution Related
<input type="checkbox"/>	Lawsuits
<input type="checkbox"/>	Other Allegations
<input type="checkbox"/>	Statements/Threats/Violence

8(b)(2) Number of Discriminatees _____

<input type="checkbox"/>	Hiring Hall Related
<input type="checkbox"/>	Lawsuits
<input type="checkbox"/>	Union Security Related Actions
<input type="checkbox"/>	Causing Employer to Discriminate/Retaliate

8(b)(3)

<input type="checkbox"/>	Failure to Sign Agreement
<input type="checkbox"/>	Refusal to Bargain/Bad Faith or Surface Bargaining
<input type="checkbox"/>	Refusal to Furnish Information
<input type="checkbox"/>	Repudiation/Modification of Contract

8(b)(5)

<input type="checkbox"/>	All Allegations
--------------------------	-----------------

8(b)(6)

<input type="checkbox"/>	All Allegations
--------------------------	-----------------

From: [Osthus, Marlin O.](#)
To: [McILhon, Linda](#)
Cc: [Dunham, Geoffrey](#); [Hadsall, Jennifer A.](#)
Subject: FW: Oral withdrawal requests in cases 18-CA-142149 and 18-CA-143208
Date: Tuesday, January 6, 2015 12:57:25 PM

I approve the withdrawal requests in these two cases. The charges are not adjusted, and will likely be refilled.

Please send out a letter approving withdrawal request (one letter referencing both charges is fine).

Thanks,

Marlin

From: Burgess-Peel, Nichole L.
Sent: Tuesday, January 06, 2015 11:44 AM
To: Osthus, Marlin O.
Cc: Ohaeri, Chinyere C.
Subject: Oral withdrawal requests in cases 18-CA-142149 and 18-CA-143208

The above two cases involve franchisees of McDonald's. (b) (5)

(b) (6), (b) (7)(C) the wrong franchisee has been named in both charges (i.e. (b) (6), (b) (7)(C)) as both franchises were sold to another company within the last year. (b) (5)

I recommend that the withdrawal requests be approved.

-Nichole

Nichole Burgess-Peel, Supervisory Attorney
NLRB Region 18
330 Second Avenue South, Suite 790
Minneapolis, MN 55401
Direct Line: 612.348.1775
e-mail: nichole.burgess-peel@nlrb.gov



Go Green! Do not print this email unless it's necessary!



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 18
330 2nd Ave S Ste 790
Minneapolis, MN 55401-2214

Agency Website: www.nlrb.gov
Telephone: (612)348-1757
Fax: (612)348-1785

January 6, 2015

DOREEN S. DAVIS, Attorney at Law
Jones Day
222 East 41st Street
New York, NY 10017-6702

MICHAEL S. FERRELL, Attorney at Law
Jones Day
77 West Wacker Drive, Suite 3500
Chicago, IL 60601

ANDREW MADSEN, ESQ., Attorney
Jones Day
77 West Wacker Drive, Suite 3500
Chicago, IL 60601

JOSHUA GROSSMAN, ESQ.
Jones Day
222 E 41st Street
New York, NY 10017-6702

(b) (6), (b) (7)(C)
MCDONALD'S
2400 Nicollet Ave
Minneapolis, MN 55404-3449

Re: (b) (6), (b) (7)(C) AS JOINT EMPLOYER
OR SINGLE EMPLOYER WITH
MCDONALD'S USA, LLC
Case 18-CA-143208

Dear Davis, Mr. Ferrell, Mr. Madsen, Mr. Grossman, (b) (6), (b) (7)(C):

This is to advise you that I have approved the withdrawal of the charge in the above matter.

(b) (6), (b) (7)(C) AS JOINT EMPLOYER - 2 -
OR SINGLE EMPLOYER WITH
MCDONALD'S USA, LLC
Case 18-CA-143208

January 6, 2015

Very truly yours,

/S/ Marlin O. Osthus

MARLIN O. OSTHUS
Regional Director

cc: MCDONALD'S CORPORATION ONE
MCDONALD'S PLAZA OAK BROOK,
IL 60523
One McDonald's Plaza
Oak Brook, IL 60523-1911

MCDONALD'S CORPORATION
ONE MCDONALD'S PLAZA
OAKBROOK, IL 60523

DEBORAH PROKOPF, Attorney
CUMMINS & CUMMINS, LLP
920 2nd Avenue South
Suite 1245
Minneapolis, MN 55402

CENTRO DE TRABAJADORES
UNIDOS EN LUCHA - CTUL
2511 E Franklin Ave
Minneapolis, MN 55406-1028